

ADMINISTRATIVE POLICY

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DISMISSAL OF NON-TENURED TEACHERS

The Director of Schools may dismiss a non-tenured teacher during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty, as defined in T.C.A. § 49-5-501.

A non-tenured teacher who has been given written notice of charges may within twenty (20) days after receipt of notice give written notice to the Director of Schools of his/her request for a hearing.

If requested, the Director of Schools will give the non-tenured teacher a full and complete hearing before an impartial hearing officer. The procedure at said hearing will follow the requirements as set forth in T.C.A. § 49-2-301(b)(1)(GG).

The Director of Schools will, within ten business (10) days after receipt of request for a hearing, name an impartial hearing officer who will be responsible for notifying the parties of the hearing officer's assignment. The hearing officer will direct the parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of issues and the scheduling of the hearing, which is to be set within thirty (30) days following receipt of notice demanding a hearing. The 30-day time period may be extended due to scheduling issues upon the agreement of both parties. In the discretion of the hearing officer, all or part of any prehearing conference may be conducted by telephone if each participant has an opportunity to participate and address any proof and evidentiary concerns.

Implementing Procedures: Related procedures here.

Associated Documents: T.C.A. §49-5-501
T.C.A. §49-2-301(b)(1)(GG)

Revision History:

Date:	Rev.	Description of Revision:
2/24/20	IR	Initial release.

*** End of Policy ***